

Memorandum of Agreement
between
The City of Saint Paul
and
The United Association of Plumbers Local 34

2007 Wage and Fringe Adjustment

APPENDIX C

1. The basic hourly wage rate for temporary, emergency, provisional, regular and probationary employees appointed to the following classes of positions shall be:

	Effective <u>05/01/07</u> (or closest payroll period)
Plumber	\$35.11*
Lead Plumber	\$37.66*
Plumbing Inspector	\$37.66*
Plumbing Inspector - Water Utility	\$37.66*
Senior Plumbing Inspector	\$39.11*

* This rate includes the \$3.58 taxable vacation contribution.

Apprentice				
1 st Year	2 nd Year	3 rd year	4 th Year	5 th Year
\$18.78*	\$22.11**	\$27.57**	\$28.90**	\$31.57**

* This rate includes the \$1.80 taxable vacation rate for 1st year apprentice.

** This rate includes the \$3.58 taxable vacation rate for years 2 - 5.

2. The basic hourly wage rate for provisional, regular and probationary employees appointed to the following classes of positions and not receiving the fringe benefits listed in Article 12.2 who are eligible to participate in PERA shall be:

	Effective <u>05/01/07</u> (or closest payroll period)
Plumber	\$ 33.04*
Lead Plumber	\$ 35.44*
Plumbing Inspector	\$ 35.44*
Plumbing Inspector - Water Utility	\$35.44*
Senior Plumbing Inspector	\$36.81*

* This rate includes the \$3.58 taxable vacation contribution.

* Effective January 1, 1998, this rate includes a taxable vacation contribution.

APPENDIX C (Continued)

Effective May 1, 2007 (or closest payroll period), there will be an additional \$2.22 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution of the \$2.22 between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

If the Union elects to have the contributions listed in Appendix D increased or decreased, the Employer may adjust the above applicable rates for participating employees in such a way that the total cost of the package (wage rate plus contributions) remains constant.

In the event Local 34 and any plumbing contractor affiliated or not affiliated with Twin Cities Piping Industry Association and doing business in the seven county metropolitan area agree to a total commercial package different from the above total commercial package such differences shall be immediately applicable to the total compensation paid to employees covered by this Agreement.

The State of Minnesota has changed the Public Employees Retirement Association (PERA) contribution rates for employers and employees to 6.25% effective 01/01/2007. This rate is subject to increase or decrease by the State of Minnesota.

In May 2000, current employees in this unit were given the one time opportunity to elect to withdraw from participation in PERA or continue participating. The employee's decision is irrevocable. Employees hired after May 4, 2000 are prohibited from participating in PERA.

APPENDIX D

Unless specifically noted, the contribution levels represent pre-tax amounts. Effective May 1, 2007, for participating employees working in a title listed under the heading, Group A, in Appendix A, the Employer shall:

- (1) deduct for a Union designated **Credit Union** \$3.58 per hour, for which payroll deductions have been made, for all hours worked by participating employees, as defined in Articles 12.3 of this Agreement.
- (2) contribute to a **Health and Welfare Fund** \$9.16 per hour for all hours worked by participating employees, as defined above which includes \$2.07 per hour **Retiree Health Trust Fund**.
- (3) contribute to the **Pension Funds** \$7.43 per hour for all hours worked by participating employees, as defined above.
- (4) contribute to the **Journeyman and Apprenticeship Training Fund** \$0.30 per hour for all hours worked by participating employees, as defined above.
- (5) contribute to the **International Training Fund** \$0.05 per hour for all hours worked by participating employees, as defined above.

Temporary, provisional, probationary and regular employees shall be eligible for a paid holiday for Labor Day, the first Monday in September and the employer will make the above contributions for this Holiday.

All contributions made in accordance with this Appendix D shall be forwarded to the Twin City Pipe Traders Service Association. The Employer shall establish Workers Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

The Employer's fringe benefit obligation to participating employees as defined in Articles 12.3 is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded contributions and/or deductions.

WITNESSES:
CITY OF SAINT PAUL

UNITED ASSOCIATION OF
PLUMBERS, LOCAL 34

Jason Schmidt
Labor Relations Manager

Stan Theis
Business Manager

Date

Date

Tracey Blees
Labor Relations Specialist

Date